

# Baby Bonding Leave Guidelines

## New York-Based Employees

Effective January 1, 2024

*Congratulations on your soon to be new family member! Premier offers additional Baby Bonding Leave to employees that have a new baby or child. The Baby Bonding Leave typically immediately follows their Maternity/Pregnancy Leave, and that's why we've developed the following guide to help set your expectations as to what will happen during a "typical" Baby Bonding leave process and the timing involved. Your leave of absence will be unique to you, but this guide will provide information that applies to most Baby Bonding leaves of absence.*

### Which employees are eligible?

All employees (including fathers employed) working continuously with Premier Talent Partners for a minimum of 12 months.

### When Your Leave Begins

Your leave can begin when you are no longer considered Disabled by your doctor, which in most cases is 6 weeks following your baby's birth. However, Baby Bonding Leave can be initiated at any time prior to the baby's first birthday.

### Specifics for Baby Bonding Leave

#### IMMEDIATELY FOLLOWING A PREGNANCY/MATERNITY LEAVE

- Because you live in NY, you are eligible to receive the NY Paid Family Leave ("PFL") benefits. PFL provides up to 12 weeks of paid leave (see the amounts that follow).

### Benefits While On Leave

Your benefits will remain unchanged for up to 4 months. Upon your return as an active employee, the normal employee portion of the benefits cost during your leave will be deducted from your pay checks upon your return. If your total leave time is more than 4 months, your benefits will be terminated and you will be offered COBRA.



## How You're Paid While on Baby Bonding Leave

### FIRST DAY ONCE PREGNANCY DISABILITY ENDS:

The State of NY provides partial pay benefits (67%) up to \$1,151.16 per week.

- As a resident of New York, you must apply for any state Paid Family Leave benefits that you may be eligible. The NY PFL benefits are approximately 67% of your weekly income, with a maximum weekly benefit amount of **\$1,151.16** per week.
- If you earn more than **\$122,806.84** per year you will not receive 100% of your income, as the benefit max is based on an annual salary of **\$122,806.84**.

### Applying for state leave is your responsibility and is a three-step process for you:

1. Complete the Request for Bonding Leave form and obtain a copy of the child's birth certificate:  
<https://paidfamilyleave.ny.gov/pfl-bonding-leave-form>
2. Complete your portion of the application and give the form to your employer.
3. Submit to your insurance carrier within 30 days after the start of your leave to avoid losing benefits.

### Benefits that you receive from the State may be taxed.

**If you applied for SDI from United Healthcare, payments will be taxed.**

**YOU ARE NOT ELIGIBLE TO RECEIVE REIMBURSEMENTS, STIPENDS, BONUS OR COMMISSION PAYMENTS** while (on Leave) you are receiving disability payments, as they will reduce the amount of disability benefit that you may receive. Any bonus or commissions will be paid after your disability benefits end and you return to work.

### How You're Paid While on Baby Bonding Leave:

#### *Immediately Following Pregnancy Disability Leave*

Time Period (Calendar Weeks)	Type of Leave	Compensation
Weeks 1-12	Baby Bonding Leave	NY PFL will pay 67% benefit up to \$1,151.16 per week.

**FMLA: Family and Medical Leave Act** is a federal law that provides job protection for up to 12 weeks. This Federal law is also only job protection, and not income replacement. Premier is in compliance with FMLA. For more information on FMLA, please visit <https://www.dol.gov/general/topic/benefits-leave/fmla>

